Paterson Public School District
Annual Report

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New Jersey State Board of Education Meeting

April 11, 2018

PATERSON PUBLIC SCHOOLS

Preparing All Children for College and Career

Together We Can

Objectives

- Provide context for work underway
  - *Brighter Futures Vision, Mission, Goals & Objectives*
- Review 2017-2018 priorities and initiatives
  - *Local Control Preparation*
  - *Instruction & Program*
- Review academic outcomes & accomplishments (2016-2017)

The District 2016-2017

Total Students	**28,372***
PreK-12 (In District)	25,380
Pre-K (Private Providers)	2,992
Special Education	3,303 (13%)
LEP	4,138 (16.3%)
Poverty Index	92%
Instructional Staff	2,601
Total Staff (inc. subs)	5,650
Total Schools	54

** 2016-2017 ASSA Report; does not include Adult High School students*

The Strategic Plan (2014-2019)
- *Brighter* Futures -

Vision: To be the leader in educating New Jersey's urban youth

Mission: To prepare each student for success in the college/university of their choosing and in their chosen career

District Priorities:

I. **Effective Academic Programs:** Programs are research based and outcomes driven

II. **Creating and Maintaining Healthy School Cultures:** Schools are safe to enable teachers to teach and students to learn

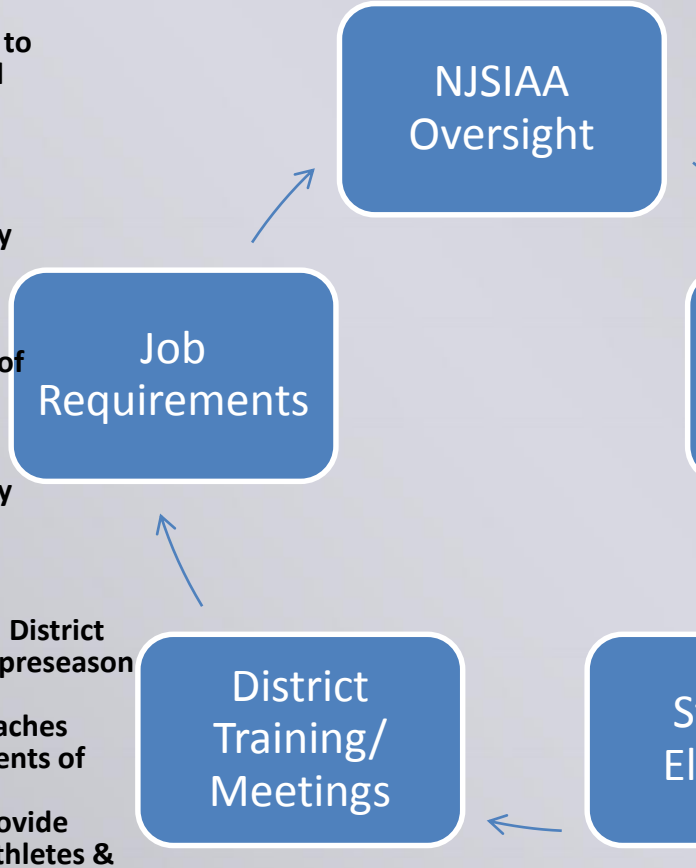
III. **Family and Community Engagement:** District and school staff collaborate with and engage families and community institutions, organizations, and agencies

IV. **Efficient and Responsive Operations:** Operations support the district and school's core business and is responsive to the needs of staff, students, and community

2017-2018 Priorities

Instruction & Program	Special Education	Operations	Personnel	Fiscal	Governance
Strategies PARCC Deficiencies NJASK Science, Biology Deficiencies	Special Education Manual	Eastside Athletic Corrective Action Plan	Hiring and Recruitment	School Facilities	Promotion Policy & Star Multiple Criteria
Pre K – 3 Reading Program	Compensatory Time Plan	Chronic Absenteeism	Vacancies	Budget Calendar	Standard Grading System by Grade Span
Financial Literacy Curriculum	IEP Compliance	Loop HS Guidance Counselors			Local Control Transition
Handwriting Curriculum		SGA Training			
Curriculum Implementation		Data Integrity			
Standard Report Card		Communications			
Passing Grade from 60 to 70		Accountability & Responsibility			
SAT Prep Exams Administration Plan					

Athletics Monitoring



- Provided Mentor for new Supervisor of Athletics from NJSIAA
- Re-trained all current athletic personnel on NJSIAA rules and regulations
- All coaches received NJSIAA fundamentals of coaching course
- Coaches Affidavit provided by both high schools to NSIAA

- Board adopted new policy regarding coach guardianship & living arrangements of transfer students
- Coaches receive all policies at preseason meetings
- New Central Registration policy – must be registered at district office

- District developed Central Registration checklist to review new students, transfers who want to participate in athletics
- Athletics Supervisor develops eligibility list to include transfer students using NJSIAA template
- Procedures in place to ensure adherence to transfer "sit rule"

- Athletics Supervisor and District Administrators conduct preseason meetings for all sports
- Athletics Supervisor/Coaches conduct training for parents of athletes
- Guidance Counselors provide college workshops for athletes & parents
- Athletic coaches recertified in Concussion & Heat Acclamation Training annually

- Developed Athletics Supervisor job description to ensure compliance with all State, DOE, district, and NSIAA rules & regulations
- Developed job description for CST and related counselors to assist in early identification of transfer students for use by Athletics Supervisor
- Amended Job Description of Athletic Coach to include responsibility of proper keeping of Scorebook and other records; and to safely maintain records

Athletics Monitoring

- **Additional Procedures**
  - Athletic Supervisor provides documentation if transfer student played a varsity sport in previous country
  - Special Education students must meet IEP requirements to be eligible to participate in athletics
- **Additional Coaching Requirements**
  - Assistant Superintendent and Director of Physical Education, Health & Nursing developed written exam on NJSIAA and district rules for coaches to take prior to hiring
  - Coaches sign off once trained on NJSIAA rulebook
  - District developed Reference Guide for Athletic Supervisors and coaches
  - District provided all coaches with Coaches Handbook for review
  - District provided all coaches with Coaches Compliance Form for signature of receipt of handbooks
  - District provided all coaches with checklist regarding responsibilities
  - District provided all coaches with Athletics Standard Operating Procedures
  - All coaches are evaluated annually using evaluation tool

Local Control Initiative

- Three DPR areas previously returned to local control – Operations (2014), Fiscal (2016) and Personnel (2016)
- Submitted Equivalency Application for Instruction & Program (Received approval)
- Completed aligned curricula for over 400 courses
- Conducted Leadership Training (administration, principals, directors, supervisors) in summer 2016 on impact of district's return to local control
  - At NJDOE's request, presented same to Newark BOE
- Achieved over 80% on 2017 QSAC review for all five DPR areas (including Instruction & Program and Governance)

Transition to Local Control

- Although “advisory”, Paterson’s Board has been operating as a fully functional Board for nearly a decade
- Board Committees have been established for each District Performance Area
  - Operations
  - Fiscal Management
  - Governance
  - Personnel
  - Instruction & Program
- Each Committee has a chairperson and committee members
- Committees meet at least once/month (Fiscal twice/month) and present discussion topics at the monthly Workshop meetings
- Staff members with specific requests/needs attend the appropriate committee meeting to explain need and provide information on expected results or return on investment
- At Workshop Meeting, district provides program updates; Board members review resolutions and ask questions
- Board members vote on resolutions at monthly “Regular” Board meeting
- Our Board takes this process very seriously and is abiding by NJQSAC guidelines
- When needed, they also conduct Business Meetings, Special Meetings, and Annual Retreats
  - Board has held public meetings on next year’s budget every week since February 5th

State Aid Summary

- As a result of continued underfunding totaling *$273,044,579, the district has reduced staff at all levels, increased class sizes, and deferred $2.5 million in needed facilities maintenance

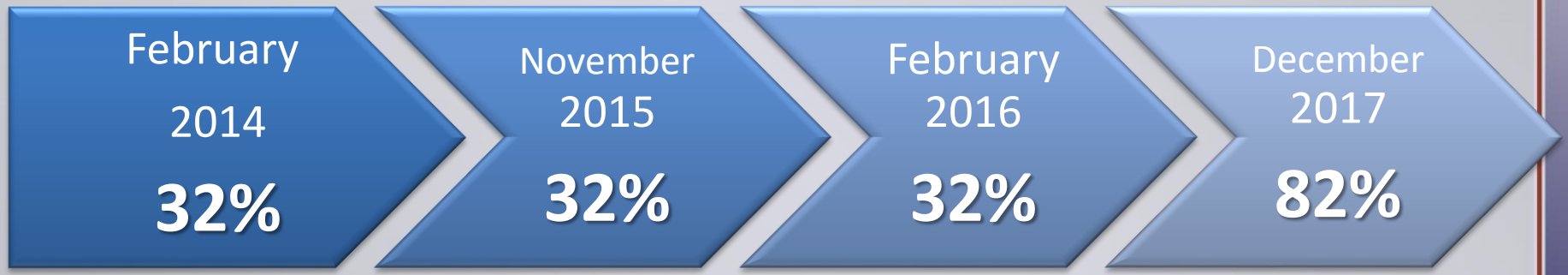
State Aid Summaries, NJDOE Website

2016 – 2018 Board of Education Professional Development

- NSBA
  - Annual Conference (2016 & 2017)
  - CUBE Annual Conference (2016 & 2017)
- NJSBA
  - New Board Member Orientation
  - Annual Workshop Meeting (2016 – 2018)
  - 3rd Annual ISTEAM NASA (2016)
  - FORMULA4SUCCESS (2016)
  - Technology Conference (2016 & 2017)
  - Urban Boards (2017)
  - Delegate Assembly (2017)
  - County SBA Meeting (2016 & 2017)
  - GOV Mandated Training (2016 – 2018)
- Urban School Board Empowerment Series (2017)
- NJCSA Annual Conference (2017)
- NJASA TECHSPO'18 (2018)

Moving Paterson's Instruction and Program Forward

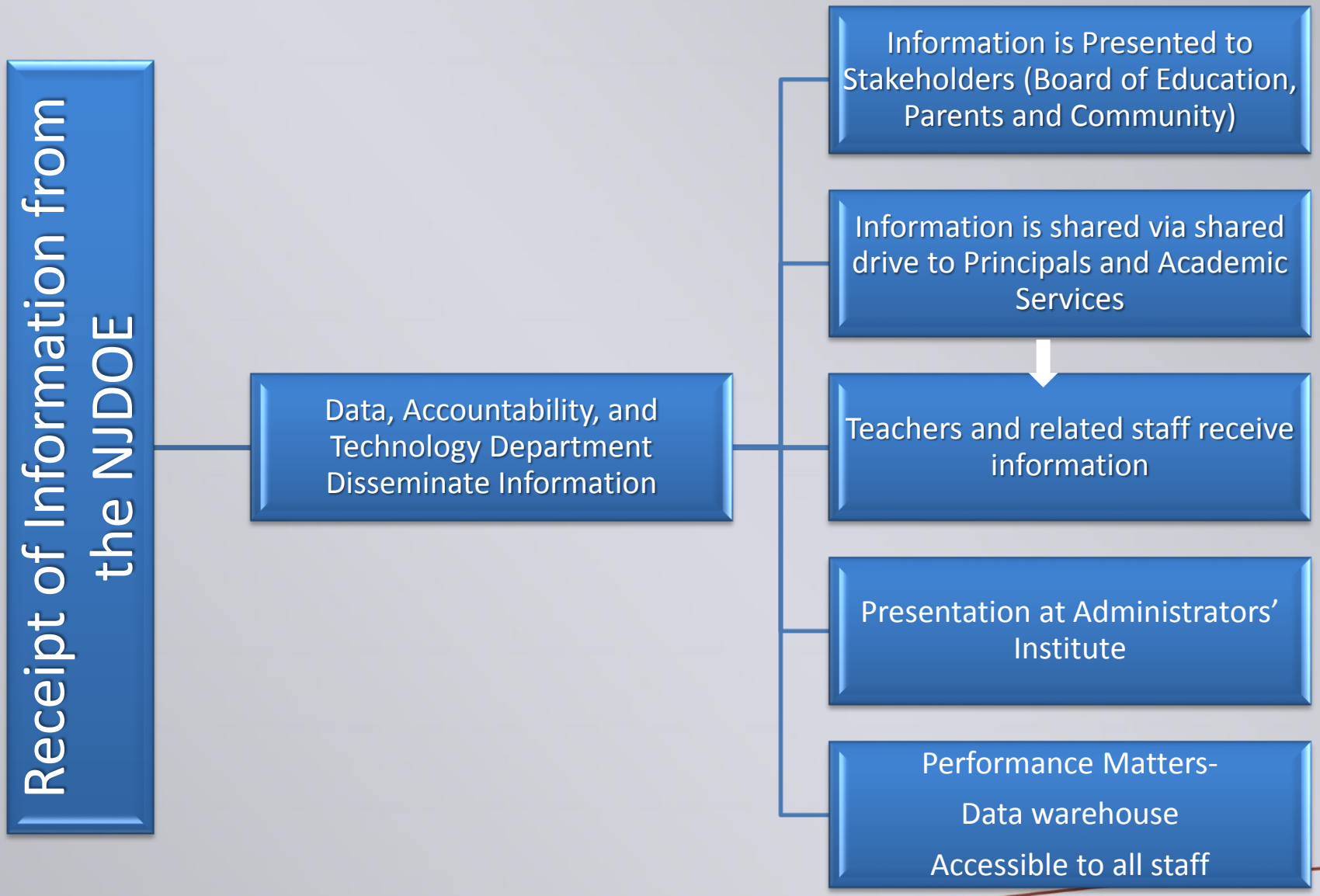
Summary of Scores



Completed aligned curricula for over **400 courses**

Equivalency for Indicators 1-7 + Indicators 8-20 = 82%

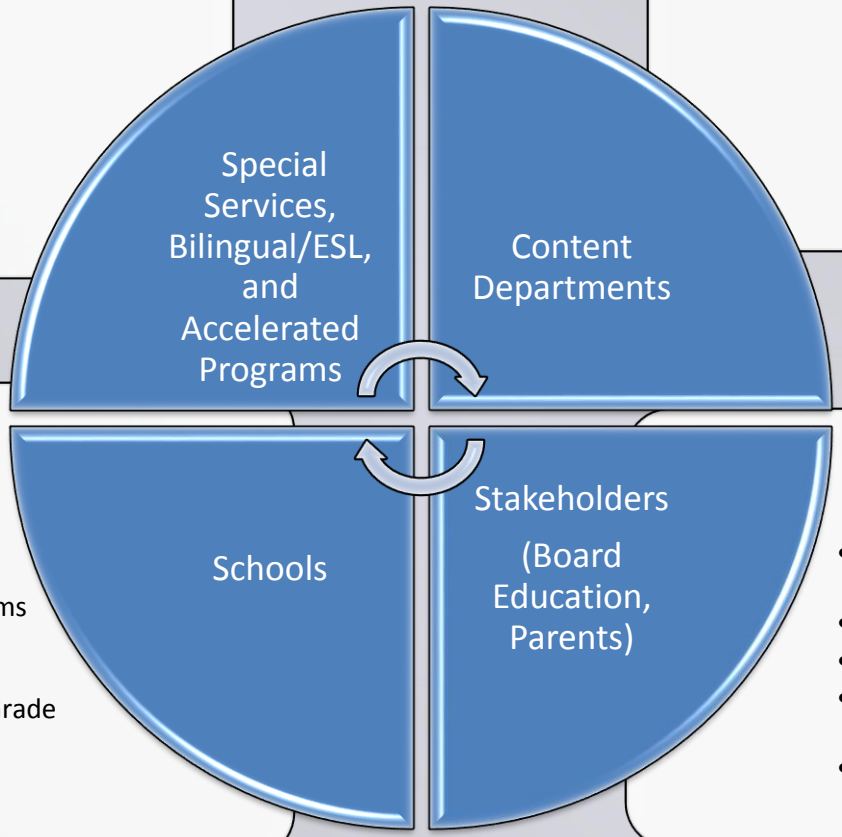
Data Distribution



Data Analysis

- Develop Special Programs
- Targeted Professional Development
- Purchase Resources
- Identify Trends
- Design strategies to support individualized instruction
- Extended School Year (ESY) /Coordinated Early Intervention Services (CEIS)

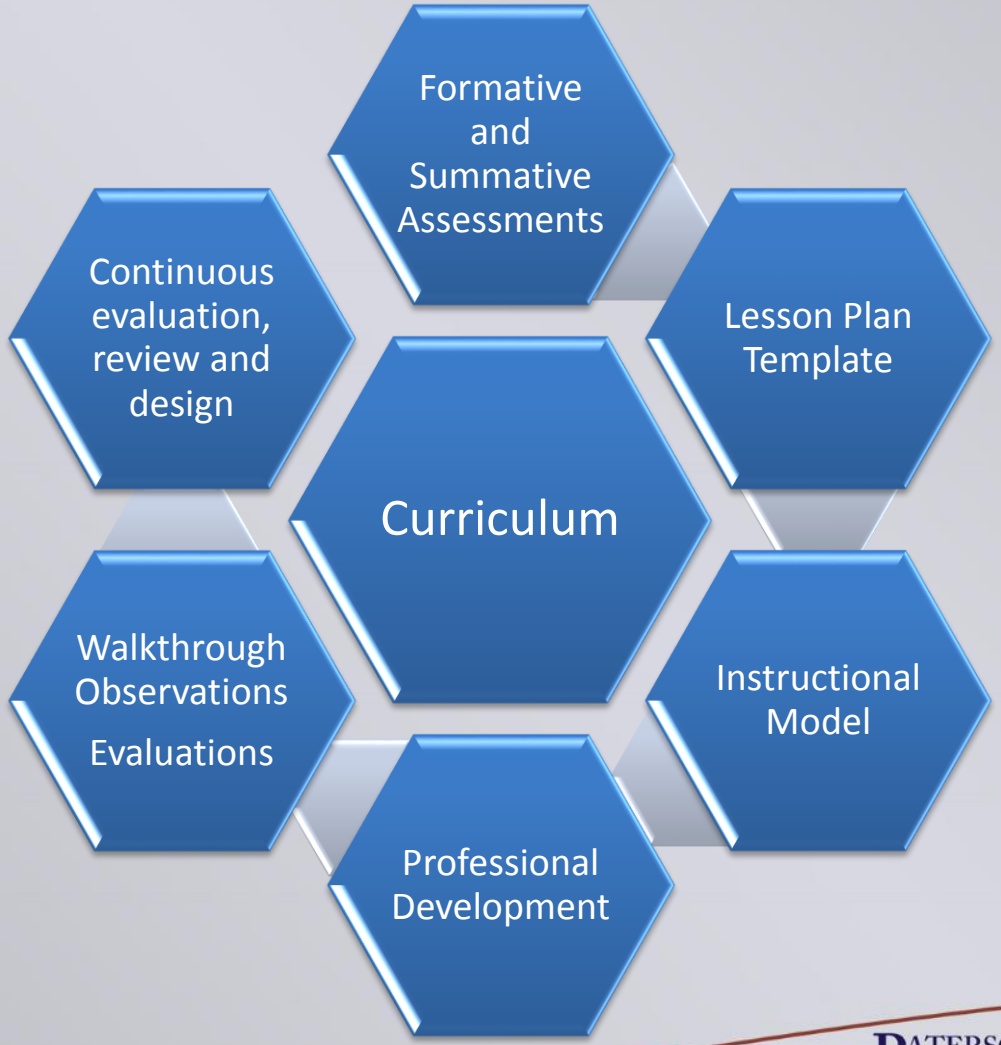
- Create/revise and monitor curriculum
- Identify trends
- Provide incentives
- Targeted Professional Developments
- Purchase of aligned resources
- Develop Aligned Assessments
- After School/ Summer School



- Develop SIPs and SWPs
- Design and Implement Interventions/Materials/Programs
- Schedule Professional Learning Communities (PLCs), Vertical Articulation Meetings (VAMs), Grade Level Meetings (GLMs)
- School Based Sessions

- Develops District Priorities and Goals
- Chair Committees
- Review Board Resolutions
- Develop Parent Teacher Organizations (PTOs)
- Attendance of Parent Nights

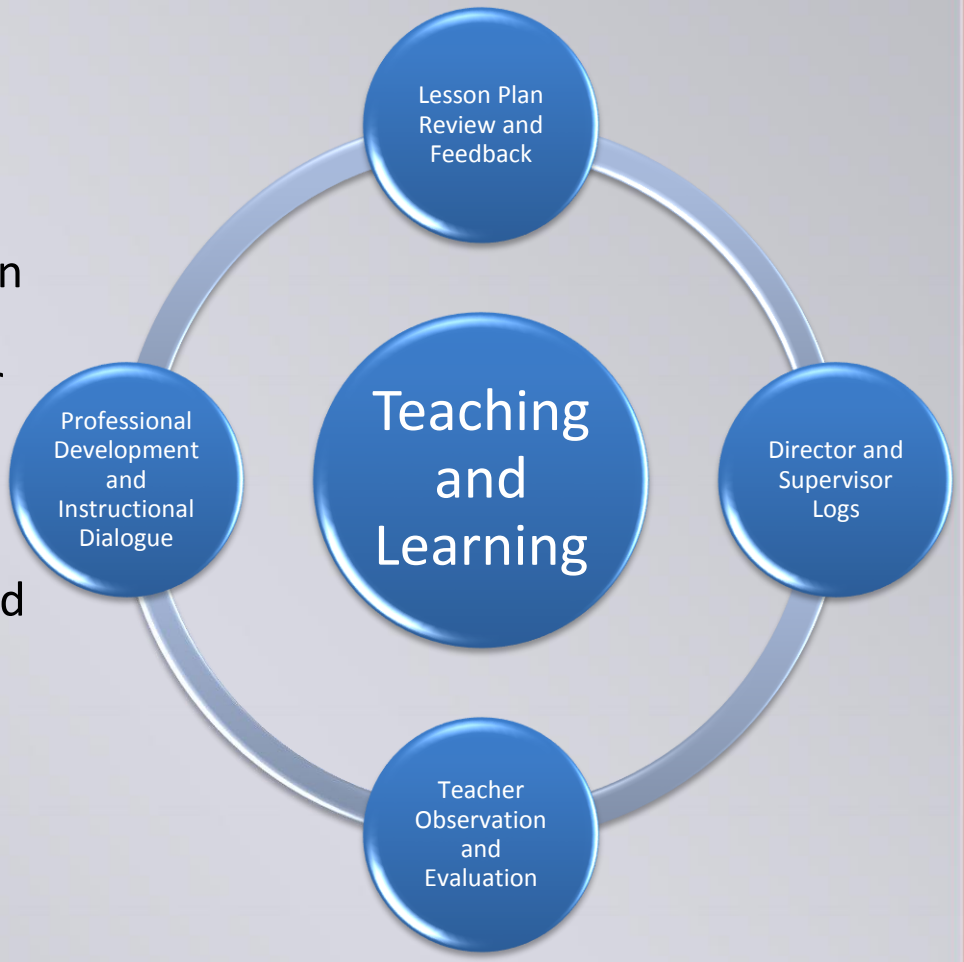
Curriculum Implementation



Curriculum Monitoring

Implement 5-Year Curriculum Plan

- Creation of the Guiding Coalition
- Conduct District Learning Walks in all content areas
- Monitor Lesson Plan/Data Binder provide feedback/suggestions
- Offer Professional Development on curriculum navigation
- Conduct Classroom visitations and observations
- Review curricula annually and revise based on stakeholder feedback



SPRING 2016 AND SPRING 2017 PARCC
GRADE LEVEL
ENGLISH LANGUAGE ARTS/LITERACY

Grade Level	Not Yet Meeting Expectations (Level 1)		Partially Meeting Expectations (Level 2)		Approaching Expectations (Level 3)		Meeting Expectations (Level 4)		Exceeding Expectations (Level 5)		≥ Level 4 Met or Exceeded Expectations		15/16 - 16/17 +/-
	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	
Grade 3	31.6%	31.7%	23.7%	21.4%	23.2%	26.0%	20.3%	19.2%	1.2%	1.7%	21.5%	20.9%	-0.6%
Grade 4	20.8%	19.9%	26.1%	23.1%	29.7%	28.4%	20.8%	24.6%	2.6%	4.0%	23.4%	28.6%	5.2%
Grade 5	20.4%	19.0%	27.6%	23.0%	29.5%	28.1%	21.5%	27.7%	1.1%	2.2%	22.5%	29.9%	7.4%
Grade 6	19.9%	15.8%	23.1%	29.7%	29.6%	31.5%	24.1%	21.5%	3.3%	3.4%	27.4%	24.9%	-2.5%
Grade 7	21.1%	23.3%	20.7%	19.6%	28.0%	23.0%	24.3%	26.1%	6.0%	7.9%	30.3%	34.0%	3.7%
Grade 8	23.2%	22.7%	17.5%	19.0%	22.7%	26.7%	31.9%	26.5%	4.7%	5.1%	36.6%	31.6%	-5.0%
Grade 9	38.0%	39.8%	26.0%	20.9%	21.3%	22.4%	13.4%	15.2%	1.3%	1.7%	14.7%	16.9%	2.2%
Grade 10	51.3%	52.7%	18.5%	19.0%	16.8%	15.4%	12.4%	11.1%	1.0%	1.9%	13.4%	12.9%	-0.5%
Grade 11	32.9%	45.4%	23.4%	21.0%	21.9%	17.7%	20.4%	13.6%	1.4%	2.3%	21.8%	15.9%	-5.9%

*Grade 11 does not include students who took an AP/IB test.

Notes: Percentages may not total 100 due to rounding.

SPRING 2016 AND SPRING 2017 PARCC GRADE/COURSE LEVEL MATHEMATICS

Grade Level	Not Yet Meeting Expectations (Level 1)		Partially Meeting Expectations (Level 2)		Approaching Expectations (Level 3)		Meeting Expectations (Level 4)		Exceeding Expectations (Level 5)		≥ Level 4 Met or Exceeded Expectations		15/16 - 16/17 +/-
	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	
Grade 3	18.0%	19.6%	26.7%	26.9%	26.8%	28.3%	25.2%	22.3%	3.3%	2.9%	28.5%	25.2%	-3.3%
Grade 4	18.8%	19.2%	31.4%	29.6%	26.2%	29.5%	21.9%	20.1%	1.7%	1.6%	23.6%	21.7%	-1.9%
Grade 5	17.6%	16.8%	32.3%	33.0%	29.6%	31.3%	18.2%	16.3%	2.2%	2.6%	20.4%	18.9%	-1.5%
Grade 6	21.3%	24.3%	30.6%	33.5%	29.2%	26.2%	16.6%	14.0%	2.3%	1.9%	18.9%	15.9%	-3.0%
Grade 7	18.2%	19.7%	32.6%	32.6%	31.8%	31.6%	16.5%	15.2%	0.8%	0.9%	17.3%	16.2%	-1.1%
Grade 8	39.3%	41.9%	30.8%	29.1%	19.8%	20.0%	9.7%	9.0%	0.3%	0.0%	10.0%	9.0%	-1.0%
Algebra I	26.3%	29.4%	33.7%	35.7%	23.4%	20.8%	16.1%	13.4%	0.5%	0.7%	16.6%	14.1%	-2.5%
Algebra II	66.3%	70.7%	23.0%	18.2%	8.6%	6.9%	2.1%	4.1%	0.0%	0.1%	2.1%	4.2%	2.1%
Geometry	30.0%	27.7%	51.5%	50.9%	14.3%	17.7%	4.0%	3.3%	0.3%	0.3%	4.3%	3.7%	-0.6%

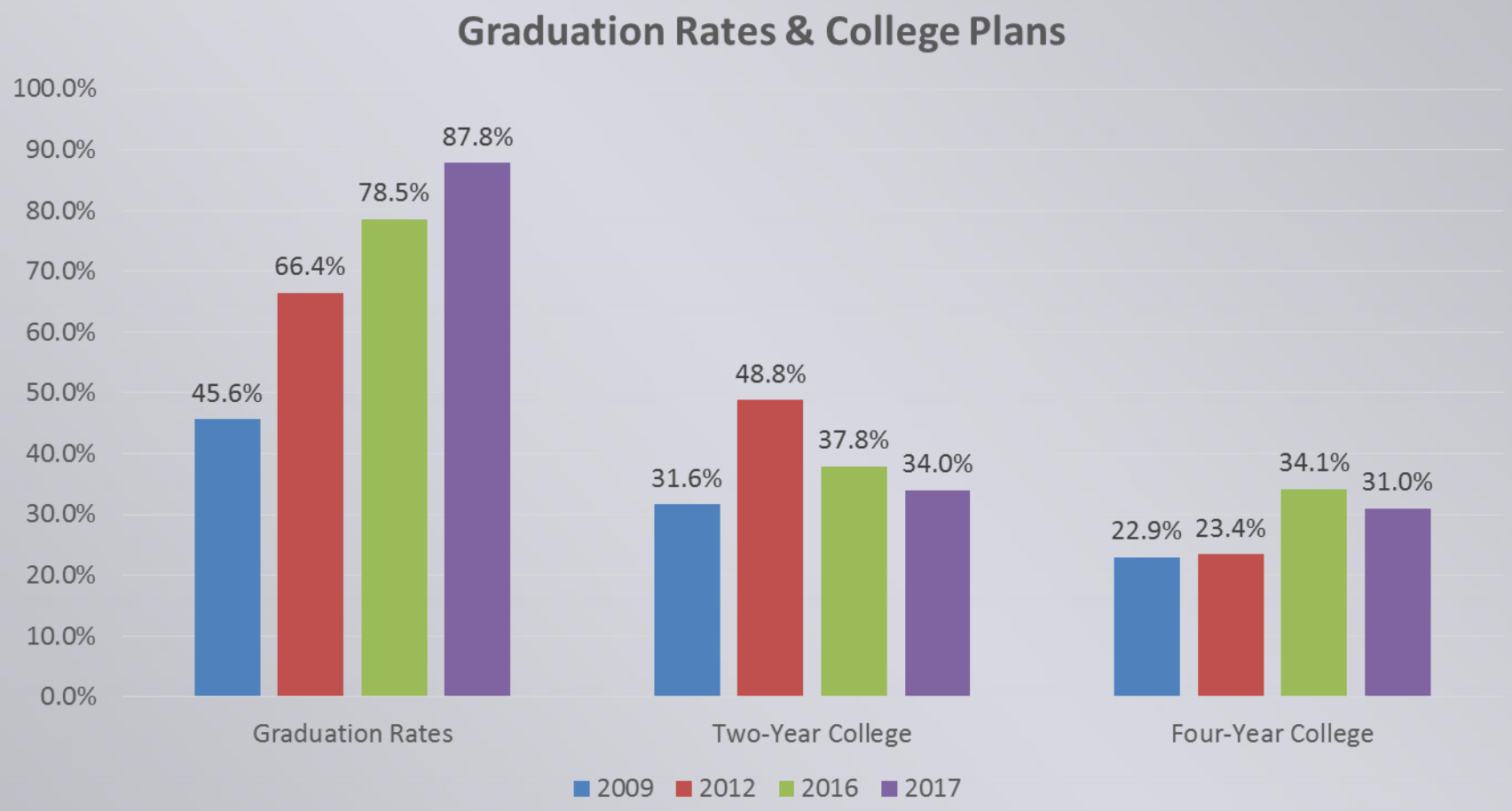
*Some students in grade 8 participated in the PARCC Algebra I assessment in place of the 8th grade Math assessment. Thus, PARCC Math 8 outcomes are not representative of grade 8 performance as a whole.

Notes: Percentages may not total 100 due to rounding.

2016 and 2017
NJASK Grade 4 & 8 - Science
District Demographic Group Comparison

	2016			2017			
Total							
Grade	# Valid Score	# Proficient & Above	% Proficient & Above	# Valid Score	# Proficient & Above	% Proficient & Above	+/-
4	**2,020**	**1,472**	**72.9%**	**2,073**	**1,387**	**66.9%**	***-6.0%***
8	**1,912**	**845**	**44.2%**	**1,885**	**718**	**38.1%**	***-6.1%***
General Education							
Grade	# Valid Score	# Proficient & Above	% Proficient & Above	# Valid Score	# Proficient & Above	% Proficient & Above	+/-
4	**1,536**	**1,241**	**80.8%**	**1,542**	**1,146**	**74.3%**	***-6.5%***
8	**1,338**	**764**	**57.1%**	**1,269**	**642**	**50.6%**	***-6.5%***
Special Education							
Grade	# Valid Score	# Proficient & Above	% Proficient & Above	# Valid Score	# Proficient & Above	% Proficient & Above	+/-
4	**229**	**121**	**52.8%**	**236**	**109**	**46.2%**	***-6.6%***
8	**283**	**41**	**14.5%**	**288**	**41**	**14.2%**	***-0.3%***
Limited English Proficient							
Grade	# Valid Score	# Proficient & Above	% Proficient & Above	# Valid Score	# Proficient & Above	% Proficient & Above	+/-
4	**542**	**329**	**60.7%**	**477**	**259**	**54.3%**	***-6.4%***
8	**412**	**85**	**20.7%**	**407**	**53**	**13.0%**	***-7.7%***

High School Renewal Results



In 2017, 147 Seniors obtained scholarships of $10,000 to $160,000, and will be attending a four-year college or university in the fall 2018. These students were accepted to major universities such as: Rutgers, Fairleigh Dickinson and Dartmouth.

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Content Specific Strategies

ELA

- Purchased Leveled classroom libraries for grades K-5 to support guided reading.
- Implemented Two text units of study in grades K-11 to facilitate analysis and synthesis across texts.
- Expanded Writing units of study to include grade 6, focusing on the use of district texts to support response to reading and the craft of writing.
- Utilized RAZ Kids in grades K-5 to provide students with digital access to leveled books both at school and home.

MATH

- Created a Grade 7 Pre-Algebra course for accelerated students.
- Developed teacher questioning strategies and "productive talk" moves to improve student discourse
- Identified Model classrooms to provide a venue for shadowing and observation of best practices, to improving instructional skills.

SCIENCE

- Implemented Engineering core ideas in grades K-5 teachers to emphasize design thinking strategies and build creative problem-solving skills
- Purchased additional FOSS kits for K-8 Science classrooms to support the new curriculum standards.
- Utilized Science Notebook to record and revise student thinking in K-8 Science classrooms
- Provided Professional Development through Stevens Institute for Chemistry teachers working with content specialists

***** District conducted thorough analysis of PARCC results to identify areas/skills in need of improvement by school and by grade. Using this data, conducted professional development with principals.***

Special Education

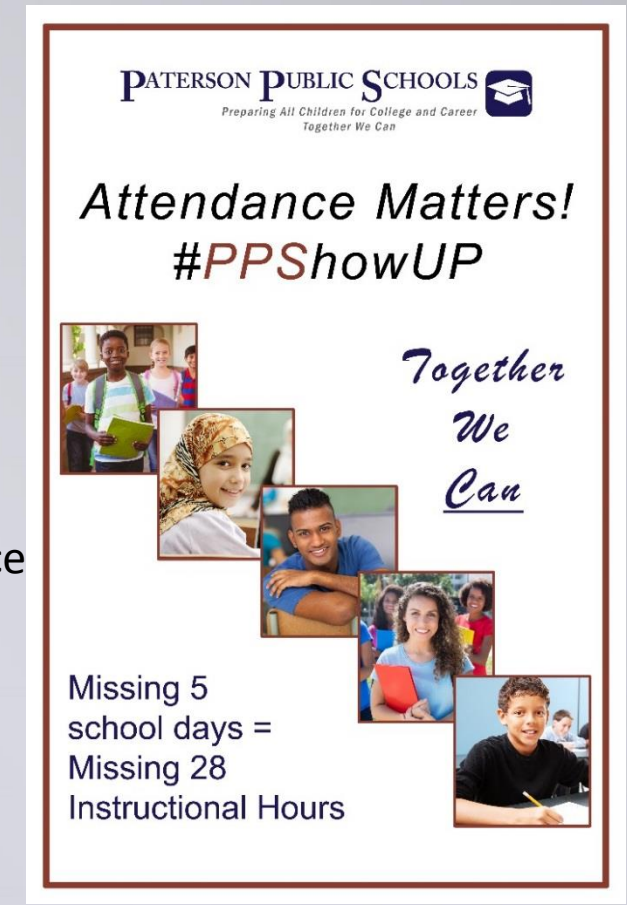
- Created Special Education Manual
- Implemented five mobile teams to consist of a social worker, LDTC, speech therapist and a psychologist. The teams will support all schools on initial evaluations, so the schools can focus on the annuals and re-evaluations;
- Increased the behaviorists and teacher intervention referral specialists to support our Autism and BD classes. They will also provide additional support, observations, and behavior intervention plans for students who may exhibit challenging behaviors, with or without an IEP;
- Implemented a resource support; Reading Mastery for our Autism students;
- Limit movement of our special needs children with goal for children, where possible, to stay in the same school from grades K-8;
- Ensure IEP Compliance/Compensatory Time
  - Hired additional speech therapists to increase the level of support needed for students requiring services.
  - Hold speech classes on Saturdays and planning afterschool program to provide compensatory support for students who loss out of sessions (due to the sudden departure of a contractor we had in place for the prior school year).
  - Negotiated with Paterson Education Association to offer increased hourly rate ($75) for speech therapists through August 31, 2018
- Conduct ongoing Special Education Meetings with parent organization and bargaining units

Chronic Absenteeism

Pre-K - Grade 12 Initiative

- Established Chronic Absenteeism Taskforce
- Launched “Attendance Matters” & 100 Day Campaigns districtwide
- Ensure attendance data closely monitored and information correctly entered into Student Information System
- Utilize “Success Mentors” strategies and Attendance Works "Principal Toolkit“

Sept. – Dec. 2016 # of Student C.A. 8,201			Sept. – Dec. 2017 # of Student C.A. 4,582			+ / -
Category	**Chronic Abs**	**ADA**	**Category**	**Chronic Abs**	**ADA**	**Chronic Abs**
Elementary Schools	28.66%	92.92%	**Elementary Schools**	12.70%	95.02%	-15.96
High Schools	43.15%	88.37%	**High Schools**	35.31%	88.43%	-7.84



Other Educational Priorities

- Launch Saturday Academy Program – over 3000 registered to attend (K-8)
- Implement Standard Grading System (K-12)
- Review/edit Promotion Policy
- Add Writing, Penmanship (K-5) curriculum
- Add Financial Literacy program (Elementary)

- Identify effective Mathematics Teachers (4-12)
  - Recognize model classrooms in the district
  - Provide content and pedagogy PD to strengthen teachers' understanding and effectiveness
- Change Passing Grade 60 to 70 Over Three Years (K-12)
- Increase SAT Prep (9-12)
- Loop HS Guidance Counselors with Students (9-12)
- Implement Student Government Association Training (9-12)

Other Educational Priorities

- Improve internal & external communication
- Increase parent/community involvement
- School Facilities:
  - Construction will begin on a new middle school in 2018
  - Upon completion of middle school in 2021, Paterson Catholic High School facility will then be converted to a Paterson High School
- Continue to develop existing relationships with business, community and university partners in efforts to secure third party grant funding (private, State and Federal). Contracted with grant writer (2017).

Accomplishments 2016-2017

- Opened two new elementary schools – School 16 (750 pre-k – grade 8) and Dr. Hani Awadallah School (650 K-grade 8)
- School 28/Paterson Academy for the Gifted & Talented was just named Paterson Public Schools' first **"National Title I Distinguished School"** for **achieving exceptional student performance for two or more consecutive years**
- Earned official confirmation from The International Baccalaureate Organization that the district had been authorized as an **"IB World School"** for an International Baccalaureate Program…first in Passaic County
- Selected as one of 11 districts nationwide to receive **$40 million five year Digital Device Grant** from the Sprint Foundation. The grant is designed to address the "digital divide" homework gap that leaves many low-income and minority students without electronic equipment (including internet access) for their education

Accomplishments 2016-2017

- Administrator Recognition
  - New Roberto Clemente School principal was selected as the **Mid-level Administrator of the Year** by the New Jersey Association for Middle-Level Education
  - School 24 bilingual math teacher received the **NJDOE Exemplary Educator Award**
- Paterson Public Schools welcomed a delegation of 25 high school principals and directors from Hubei, China
- Opened in-district Early Learning Center with 7 new preschool classrooms; added 10 new preschool classrooms at Schools 9, 16, and 27
- Competitive Grant Awards – Approximately $15 million for this year

Accomplishments 2016-2017

- Student Achievements:
  - School of Government and Public Administration at Eastside student given opportunity to attend summer immersion program at **Harvard University**;
  - School of Science, Technology, Engineering and Mathematics at JFK student was accepted and received full academic scholarship ($160,000) to attend **Dartmouth University**, as well as being chosen as a **Governor's STEM Scholar**;
  - Academy of Earth and Space Science (PANTHER) junior spent six weeks working as a researcher alongside world-renowned geologists and climatologists at **Columbia University's Lamont-Doherty Earth Observatory**
  - School of Architecture and Construction Trades (ACT) at JFK student accepted to the prestigious **"IAM CREST District 15 Automotive/Diesel Technicians Pre-Apprenticeship Program"** – provides scholarship of $12,000.00 per year in addition to earning a wage while working alongside a certified union mechanic;
  - Schools 1 and 26 had the opportunity to **perform at Carnegie Hall** as part of the National Middle School and Children's Choir;
  - Five Academy of Health Science (HARP) students advanced to compete on the **international level at the HOSA-Future Health Professionals** Competitive Event/Conference. Students placed 1st in two categories, while two others placed 1st and 2nd place in the Interviewing Skills event

2016-2017 News Headlines

9/13/16 - **Paterson students overcome the odds to become first in their families to attend college** – *NorthJersey.com, The Record/Herald*

9/21/16 - **Paterson celebrates opening of its new School 16** – *NorthJersey.com, The Record/Herald*

10/4/16 - **Paterson opens Hani Awadallah School with ribbon cutting ceremony** – *PatersonTimes.com*

10/7/16 - **Paterson's eleventh graders make double digit gains in PARCC exam** – *PatersonTimes.com*

12/2/16 - **Paterson recognizes 112 students for 'exceptional' scores in state exams** – *PatersonTimes.com*

12/6/16 - **Paterson's School 28 receives national honor** - *NorthJersey.com, The Record/Herald*

12/20/16 - **Paterson teacher receives 'exemplary educator' award** - *NorthJersey.com, The Record/Herald*

12/21/16 - **Program aims to bridge "digital divide" for Paterson students** - *NorthJersey.com, The Record/Herald*

2/3/17 – **Paterson to implement new strategies to curb out-of-school suspension for youngest students** - *PatersonTimes.com*

2/8/17 - **Hundreds of Paterson students get tablets to close 'homework gap'** - *abc7ny.com*

3/17/17 - **Paterson receives approval to run prestigious international program** - *PatersonTimes.com*

5/4/17- **Paterson kids reach N.J. finals in history contest** – *PatersonPress.com, NorthJersey.com*

Our most important work is the education and safety of our students.

Together We Can